

BILL NO.

89-39

AS AMENDED

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 89-39 (AS AMENDED)

Introduced by _____ Council President Hardwicke at the
request of the County Executive

Legislative Day No. 89-15 Date May 16, 1989

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 88-27, and Harford County Law Enforcement Pay Schedule, as provided for in Harford County Ordinance No. 88-28, as amended, and to enact a new pay and position plan for the Harford County Sheriff's Office; and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees, judicial service employees, State's Attorney employees; to provide a detailed pay schedule for all employees of the Sheriff's Office; to further provide for

By the Council, May 16, 1989

Introduced, read first time, ordered posted and public hearing scheduled
on: June 13, 1989
at: 6:00 P.M.

By Order: Doris Poulsen, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on June 13, 1989, and concluded on, June 20, 1989

Doris Poulsen, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

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Introduced by Council President Hardwicke at the request
of the County Executive

Legislative Day No. 89-15 Date May 16, 1989

new position plans and salary grades for
classified and exempt employees, Circuit
Court, State's Attorney Office employees, and
Sheriff's Office employees; all in accordance
with Section 603 of the Charter; and to
provide that this act shall not be codified
in the Harford County Code.

By the Council, May 16, 1989

Introduced, read first time, ordered posted and public hearing scheduled
on: June 13, 1989

at: 6:00 P.M.

By Order: Doris Poulsen, Secretary

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Bill having been published according to the Charter, a public hearing was
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LAW. [Brackets] indicate matter deleted
from existing law. Underlining indicates
language added to Bill by amendment.
Language lined through indicates matter
stricken out of Bill by amendment.

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AS AMENDED

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 88-27, Harford County Pay and Classification Plan and Harford County Ordinance No. 88-28, Harford County Law Enforcement Pay Schedule, be, and they are hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinances, all to read as follows:

Harford County Classification Plan

General Administration:

Grade

Administrative Assistant I	S-06
Administrative Assistant II	S-08
ADMINISTRATIVE-SPECIALIST-----	M-10
Aging Program Director	M-14
Alcohol/Drug Coordinator	M-10
Assistant County Attorney	M-16
Assistant County Attorney (Entry Level)	M-13
Assistant Secretary of the Council	S-08
Chauffeur/Office on Aging	S-03
CENTRAL SERVICES LEAD TECHNICIAN	M-09
Commission for Women Coordinator	M-10
COMPUTER CENTER COORDINATOR	M-10
COMPUTER RECORDS ASSISTANT	S-06
Computer Resource Technician	S-08
Crisis Intervention Worker	S-02
Deputy Director of Public Works	M-18

1	Client Services Worker	S-06
2	Equal Opportunity Officer	S-06
3	GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR	M-13
4	<u>GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR - (M-13)</u>	<u>M-15*</u>
5	*See Management/Technical Pay Schedule	
6	Grants Coordinator	S-12
7	Grants Specialist I	S-06
8	Grants Specialist II	S-08
9	Human Relations Coordinator	M-10
10	Legal Assistant I	S-05
11	Legal Assistant II	S-09
12	Legislative Drafter	M-11
13	Legislative Research Assistant	S-06
14	Management Analyst	M-12
15	Management Assistant I	M-10
16	Management Assistant II	M-12
17	Media Specialist	S-09
18	[Micrographics and Reproduction Technician	S-09]
19	Motor Coach Driver (GRANDFATHERED)	S-04
20	Nutrition Project Supervisor	S-06
21	Nutrition Site Worker	S-01
22	Personnel Specialist	S-08
23	Personnel Technician	S-07
24	Position Classification Specialist	M-11
25	Purchasing Agent I	S-08
26	Purchasing Agent II	S-10
27	[Purchasing Agent II	M-10]

1	Risk-Manager	M-14
2	<u>RISK MANAGER - (M-14)</u>	M-16*
3	*See Management/Technical Pay Schedule	
4	Risk Management Assistant	S-08
5	Supervisor of Outreach Programs	M-08
6	Supervisor, Transportation Services	M-10
7	Tourist Development Coordinator	M-10
8	ZONING HEARING ASSISTANT	S-07
9	<u>Building Maintenance Service:</u>	<u>Grade</u>
10	Building Construction and Repair Supervisor	M-10
11	Building Maintenance Worker	S-04
12	Building Maintenance Mechanic I	S-07
13	Building Maintenance Mechanic II	S-09
14	Building Maintenance Supervisor	M-10
15	Chief Custodian	M-05
16	Custodian I	S-01
17	Custodian II	S-03
18	Facilities Attendant	S-04
19	Superintendent of Buildings and Grounds	M-12
20	<u>Clerical Service:</u>	<u>Grade</u>
21	Claims Clerk	S-05
22	Clerk Stenographer I	S-03
23	Clerk Stenographer II	S-04
24	Clerk Typist I	S-02
25	Clerk Typist II	S-04
26	Fixed Asset Control Clerk	S-03
27	Legal Clerk	S-05

1	[Legal Secretary	S-06]
2	Mail Room Clerk-Messenger	S-02
3	Office Aide	S-01
4	Personnel Clerk	S-05
5	Secretary	S-05
6	SECRETARY, LEGAL/LEGISLATIVE	S-06
7	Secretary (Typing)	S-04
8	[Stenographer, Legal and Legislative	S-05]
9	[Telecommo-graphics Leader	S-05]
10	Telecommo-graphics Operator	S-04
11	Timekeeper	S-03
12	<u>Engineering and Related Service:</u>	<u>Grade</u>
13	CHIEF CONSTRUCTION INSPECTION BUREAU	M-15
14	Chief Construction Inspector	M-12
15	Chief, Engineering Division	M-16
16	CHIEF, ENVIRONMENTAL ENFORCEMENT	M-12
17	Chief, Facilities and Operations Division	M-15
18	Chief, Highways Division	M-15
19	Chief, Solid Waste Management Division	M-15
20	CHIEF-TRAFFIC-OPERATIONS-ENGINEER-----	M-13
21	Chief, Traffic and Transportation Division	M-15
22	Chief, Water and Sewer Division	M-16
23	Chief Materials and Testing Inspector	M-12
24	[Chief, Stormwater Management/Sediment Control Inspector	M-11]
25	Civil Engineer I	S-11
26	Civil Engineer II	M-13
27		

1	Civil Engineer III	M-14
2	Construction Inspector I	S-07
3	Construction Inspector II	S-09
4	Construction Inspector III	S-11
5	Drafting Technician I	S-04
6	Drafting Technician II	S-06
7	Drafting Technician III	S-07
8	Drafting Technician IV	S-09
9	Engineering Associate I	S-07
10	Engineering Associate II	S-09
11	Engineering Associate III	S-11
12	Engineering Associate IV	M-12
13	Land Surveyor	M-12
14	Material Inspector I	S-07
15	Material Inspector II	S-09
16	Material Inspector III	S-11
17	Right-of-Way Agent (Grandfathered)	M-11
18	Right-of-Way Agent	S-11
19		
20	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
21	Accountant I	M-10
22	Accountant II	M-12
23	Accountant III	M-13
24	Accounting Clerk I	S-05
25	Accounting Clerk II	S-07
26	Accounting Technician	S-09
27	ADMINISTRATIVE BUDGET TECHNICIAN	M-09

1	Assistant Comptroller	M-12
2	Budget Analyst	M-14
3	Budget Assistant	S-09
4	Cashier I	S-05
5	Cashier II	S-06
6	Chief, Bureau of Accounting	M-14
7	Comptroller	M-14
8	Computer Operations Supervisor	M-11
9	Computer Operator	S-06
10	Computer Operator Trainee	S-05
11	Data Entry Leader	S-05
12	Data Entry Operator	S-04
13	Data Processing Manager	M-16
14	Deputy Treasurer	M-15
15	Internal Auditor I	S-10
16	Internal Auditor II	S-12
17	Programmer	S-08
18	Programmer Analyst	S-11
19	Revenue Control Supervisor	M-10
20	Senior Computer Operator	S-09
21	Supervisor of Cashiers	M-10
22	Systems Analyst	M-13
23	<u>SYSTEMS ANALYST - (M-13)</u>	<u>M-15*</u>
24	*See Management/Technical Pay Schedule	
25	<u>Parks and Recreation Service:</u>	<u>Grade</u>
26	Activity Coordinator	S-11
27	Chief of Parks and Facilities	M-14

1	Chief of Recreation	M-14
2	Community Director	S-10
3	Community Leader	S-06
4	District Supervisor	M-12
5	Park Maintenance Crew Leader	H-07
6	Park Maintenance Worker I	H-03
7	Park Maintenance Worker II	H-05
8	Park Naturalist	S-08
9	Park Security Worker	S-05
10	Parks and Facilities Maintenance Supervisor	M-12
11	Program Coordinator for the Handicapped	S-08
12	<u>Planning and Zoning Service:</u>	<u>Grade</u>
13	Chief, Comprehensive Planning	[M-15]M-16
14	Chief, Current Planning	[M-15]M-16
15	Graphics Illustrator	S-06
16	Permits Review Supervisor	M-10
17	Planner I	S-10
18	Planner II	S-12
19	Planner III	M-14
20	Planning and Zoning Technician	S-07
21	Planning Assistant I	S-08
22	Planning Assistant II	S-09
23	Urban Design Specialist	M-14
24	Zoning Administrator	M-13
25	Zoning Inspector I	S-06
26	Zoning Inspector II	S-08

1	<u>Public Safety Service:</u>	<u>Grade</u>
2	Animal Control Warden I	[S-04]S-05
3	Animal Control Warden II	[S-05]S-07
4	Chief, Animal Control [Warden] SERVICES	[M-07]M-09
5	Chief, Emergency [Communications] OPERATIONS Division	[M-13]M-15
6	Deputy Chief, Emergency [Communications] OPERATIONS	[M-10]M-12
7	Emergency Equipment Dispatcher (Entry Level)	S-04
8	Emergency Equipment Dispatcher I	S-06
9	Emergency Equipment Dispatcher II	S-07
10	Emergency Equipment Dispatcher III	S-08
11	[Emergency Services Coordinator	M-10]
12	Safety Inspector	S-09
13	Safety Officer	M-12
14	<u>Labor and Trades Service:</u>	<u>Grade</u>
15	Assistant Foreman	H-09
16	Assistant Storekeeper	H-03
17	Automotive Mechanic I	H-09
18	Automotive Mechanic II	H-11
19	Automotive Mechanic Helper	H-06
20	Chauffeur-Laborer	H-05
21	Equipment Operator I	H-06
22	Equipment Operator II	H-08
23	Equipment Operator III	H-11
24	Laborer	H-01
25	Laborer (GRANDFATHERED)	H-02
26	Laborer/Trades	H-03

1	Lubrication Worker	H-08
2	Maintenance Worker	H-06
3	[Meter Mechanic	H-06]
4	Storekeeper	H-08
5	Storekeeper/Maintenance Mechanic	H-10
6	[Tire Changer	H-02]
7	TIRE CHANGER	H-03
8	Tractor Trailer Operator	H-07
9	Trades Helper	H-01
10	Traffic Sign Mechanic I	H-02
11	Traffic Sign Mechanic II	H-04
12	Traffic Sign Mechanic III	H-06
13	Utility Worker	H-10
14	WATER METER MECHANIC I	H-06
15	WATER METER MECHANIC II	H-07
16	WATER METER MECHANIC III	H-08
17	WATER/SEWER UTILITY WORKER I	H-02
18	WATER/SEWER UTILITY WORKER II	H-05
19	WATER/SEWER UTILITY WORKER III	H-07
20	WATER/SEWER UTILITY WORKER IV	H-09
21	<u>Public Works Operation Service:</u>	<u>Grade</u>
22	[Assistant Superintendent of Plant Operations	M-12]
23	Automotive Equipment Supervisor	M-11
24	Chief, Central Automotive Management Division	M-13
25	Clerk/Dispatcher	S-05
26	Foreman	M-09

1	Highway Maintenance Supervisor	M-11
2	[Highways Records Assistant	S-06]
3	LABORATORY ASSISTANT	S-06
4	Laboratory Supervisor	M-10
5	Laboratory Technician	S-08
6	Landfill Attendant	[S-02]S-04
7		<u>S-02</u>
8	Landfill Attendant Supervisor	M-05
9	Maintenance Clerk	S-05
10	Plant Operator Trainee I	S-05
11	Plant Operator Trainee II	S-06
12	PLANT SUPERINTENDENT, JOPPATOWNE/PERRYMAN	M-12
13	PLANT SUPERINTENDENT, SOD RUN	M-13
14	PRE-TREATMENT INSPECTOR	S-08
15	Pumping Station Mechanic	S-08
16	Road Marking Equipment Operator I	H-06
17	Road Marking Equipment Operator II	H-07
18	Senior Treatment Plant Operator (Joppatowne)	S-08
19	Senior Waste Water Treatment Plant Operator (GRANDFATHERED)	S-08
20	Senior Waste Water Treatment Plant Operator (Sod Run)	S-09
21	Senior Water Treatment Plant Operator	S-08
22	Shift Supervisor	M-10
23	Sign Fabricator	S-06
24	Sign Fabricator (GRANDFATHERED)	S-07
25	Superintendent (Hwys.)	M-13
26	Superintendent of Highways, Construction & Drainage	M-13

1	Superintendent of Solid Waste Management	M-10
2	SUPERINTENDENT OF SOLID WASTE MANAGEMENT	
3	(GRANDFATHERED)	M-13
4	Superintendent, Water and Sewer	M-12
5	Superintendent, Water and Sewer (Grandfathered)	M-13
6	Traffic Assistant	S-04
7	TRAFFIC OPERATIONS SUPERVISOR	M-11
8	Treatment Plant Operator (Joppatowne)	S-07
9	Waste Water Treatment Plant Operator	S-07
10	Waste Water Treatment Plant Operator (Sod Run)	S-08
11	Water Plant Operator	S-07
12	Water and Sewer Facilities Chief	M-13
13	Water and Sewer Maintenance Supervisor	M-11
14	Water and Sewer Operations Chief	M-14
15	<u>Permits and Inspection Service:</u>	<u>Grade</u>
16	Building Inspector I	S-08
17	Building Inspector II	S-09
18	Building Inspector III	S-11
19	Chief of Building Services	M-14
20	Chief Electrical Inspector	M-13
21	Chief Plumbing Inspector	M-13
22	Electrical Inspector I	S-08
23	Electrical Inspector II	S-09
24	Electrical Inspector III	S-11
25	Licensing Clerk	S-05
26	Mobile Homes/Abandoned Properties Coordinator	S-10
27	Permits Clerk	S-05

1	Plans Reviewer (Grandfathered)	S-08
2	Plans Reviewer	S-09
3	Plumbing Inspector I	S-08
4	Plumbing Inspector II	S-09
5	Plumbing Inspector III	S-11
6	Stormwater Management/Sediment Control Inspector	S-09
7	<u>Exempt Personnel:</u>	<u>Grade</u>
8	County Attorney	E-20
9	Deputy County Attorney	E-17
10	Council Attorney (Part-Time)	E-13
11	Director of Administration	E-21
12	Director of Community Services	E-17
13	Director of Economic Development	E-14
14	Director of Emergency Services Coordination	E-14
15	Director of Inspections, Licenses and Permits	E-18
16	Director of Parks and Recreation	E-18
17	Director of Planning and Zoning	E-18
18	Director of Procurement	E-16
19	Director of Public Works	E-20
20	Personnel Officer	E-16
21	Secretary-Administration	E-03
22	Secretary-Community Services	E-02
23	Secretary-County Attorney	E-02
24	Secretary-County Executive	E-04
25	Secretary-Department of Public Works	E-03
26	Secretary-Economic Development	E-01

1	Secretary-Inspections, Licenses and Permits	E-02
2	Secretary-Parks and Recreation	E-02
3	Secretary-Personnel	E-01
4	Secretary-Planning and Zoning	E-02
5	Secretary-Procurement	E-01
6	Secretary-Treasury	E-03
7	Secretary of the Council	E-12
8	Treasurer	E-20
9	Zoning Hearing Examiner (Part-Time)	E-12
10	SHERIFF'S OFFICE	
11	<u>Law Enforcement:</u>	<u>Grade</u>
12	Captain	L-07
13	Corporal	L-04
14	Deputy	L-02
15	Deputy First Class	L-03
16	Deputy/Recruit	L-01
17	Lieutenant	L-06
18	Lt.-Colonel-----	L-09
19	Major	L-08
20	Sergeant	L-05
21	<u>Corrections:</u>	
22	Captain	D-07
23	Corporal	D-04
24	Corrections Officer, Recruit	D-01
25	Lieutenant	D-06
26	Major	D-08
27		

1	Officer	D-02
2	Officer First Class	D-03
3	Sergeant	D-05
4	<u>Unranked:</u>	
5	Crossing Guard	A-00
6	Nurse (REGISTERED)	A-07
7	Nurse (LICENSED PRACTICAL NURSE)	A-05
8	Personnel Specialist	A-10
9	Police Communication Manager	A-04
10	Police Communication Officer	A-02
11	Probationary	A-01
	Cook	
12	Police Communication Officer	
	Secretary	
13	Records Administrator I	A-06
14	Records Manager	A-10
15	Secretary I	A-02
16	Secretary II	A-03
17	Security Guard	A-03
18	Security Guard (Probation)	A-02
19	Senior Cook	A-02
20	Senior Police Communication Officer	A-03
21	Steward	A-04
22	Systems Programmer	A-07
23	(Note: The above positions are funded by Harford County pursuant	
24	to State law and are included as a schedule of payments only;	
25	above listed positions are not Harford County employment	
26	positions.)	

Special Funded Positions

	<u>Judicial:</u>	<u>Grade</u>
1		
2		
3	Court-Bailiff	E-02
4	Court-Reporter-I	E-12
5	Court-Reporter-II	E-15
6	Jury-Commissioner	E-10
7	Law-Clerk	E-08
8	Secretary-(Administrative)	E-11
9	Secretary-(Judicial)	E-09
10	Juvenile-Master	E-13
11	Assistant-to-Jury-Commissioner	E-03
12	Social-Worker	E-14
13	<u>COURT BAILIFF</u>	<u>C-01</u>
14	<u>COURT REPORTER I</u>	<u>C-11</u>
15	<u>COURT REPORTER II</u>	<u>C-14</u>
16	<u>JURY COMMISSIONER</u>	<u>C-09</u>
17	<u>LAW CLERK</u>	<u>C-07</u>
18	<u>SECRETARY (ADMINISTRATIVE)</u>	<u>C-10</u>
19	<u>SECRETARY (JUDICIAL)</u>	<u>C-08</u>
20	<u>JUVENILE MASTER</u>	<u>C-12</u>
21	<u>ASSISTANT TO JURY COMMISSIONER</u>	<u>C-02</u>
22	<u>SOCIAL WORKER</u>	<u>C-13</u>

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

State's Attorney Office*

Assistant State's Attorney I E-08

Assistant State's Attorney II E-11

Assistant State's Attorney III E-15

Deputy State's Attorney/Senior Trial Assistant E-17

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code, as amended.

Section 3. Be It Further Enacted, that

A. Employees covered by the Management/Technical Pay Schedule for fiscal year 1990 will be covered upon the implementation of this plan effective with the first full pay period in July, 1989;

B. Step increases may be authorized upon completion of the performance appraisal program for Management/Technical employees. In order to be eligible for a step increase, the employee must achieve satisfactory or better performance appraisal.

1 C. Employees who are ineligible for step increases by
2 virtue of being in the last steps of their respective grades will
3 be eligible to move into the first longevity step of their
4 respective grades (M-L1);

5 D. In succeeding years, in order to be eligible for
6 movement into longevity steps, employees must achieve at least
7 three years of service at the last step of their respective
8 grades.

9 Employees who have moved into the longevity portion of the
10 salary schedule must remain in longevity step a minimum of three
11 years before being eligible to move into successive longevity
12 steps.

13 Longevity steps may be denied if the employee does not
14 achieve a performance appraisal of satisfactory or better in the
15 year when eligible to move into a longevity step.

16 Section 4. Be It Further Enacted, that

17 A. Effective the first full pay period in July, 1989,
18 employees covered by the Hourly Service Pay Schedule for fiscal
19 year 1990, who have received a performance appraisal of average
20 or better and who are not at the maximum step rates of their
21 grades, will be eligible to receive one step increase upon
22 implementation of the salary schedule;

23 B. Employees who have received performance appraisals of
24 average or better and who are in the maximum steps of their
25 grades as of June 30, 1989, will be eligible to move into the
26 first longevity step (H-L1) of their respective grades;

1 C. In succeeding years, in order to be eligible for
2 movement into longevity steps, employees must achieve at least
3 three years of service at the last step of their respective
4 grades.

5 Employees who have moved into the longevity portion of the
6 salary schedule must remain in longevity step a minimum of three
7 years before being eligible to move into successive longevity
8 steps.

9 Longevity steps may be denied if the employee does not
10 achieve a performance appraisal of average or better in the year
11 when eligible to move into a longevity step.

12 Section 5. Be It Further Enacted, that

13 A. Effective the first full pay period in July, 1989,
14 employees covered by the Salaried Service Pay Schedule for fiscal
15 year 1990, who have received a performance appraisal of average
16 or better and who are not at the maximum step rates of their
17 grades, will be eligible to receive one step increase upon
18 implementation of the salary schedule;

19 B. Employees who have received performance appraisals of
20 average or better and who are in the maximum steps of their
21 grades as of June 30, 1989, will be eligible to move into the
22 first longevity step (S-L1) of their respective grades;

23 C. In succeeding years, in order to be eligible for
24 movement into longevity steps, employees must achieve at least
25 three years of service at the last step of their respective
26 grades.

1 Employees who have moved into the longevity portion of the
2 salary schedule must remain in longevity step a minimum of three
3 years before being eligible to move into successive longevity
4 steps.

5 Longevity steps may be denied if the employee does not
6 achieve a performance appraisal of average or better in the year
7 when eligible to move into a longevity step.

8 Section 6. Be It Further Enacted, that employees covered by the
9 Exempt Service Pay Schedule who are in the maximum step rates of
10 their grades, may, upon authorization of the County Executive, be
11 authorized payments of one thousand dollars (\$1,000.00) per
12 employee in accordance with Personnel Rules and Regulations for
13 exempt employees.

14 Section 7. Be It Further Enacted, that effective with the first
15 full pay period in July, 1989, Court system employees will be
16 covered by the Judicial Pay Plan. Step increases may be
17 authorized by authority of the Chief Administrative Judge.

18 Section 8. Be It Further Enacted, that

19 A. Effective the first full pay period in July, 1989, the
20 Sheriff's Office pay schedules for fiscal year 1990 replace the
21 existing schedule.

22 B. Sheriff's Office employees will be transferred into
23 appropriate step and grade from existing schedule by authority of
24 the Sheriff effective the first full pay period in July, 1989.
25 Hereafter the Sheriff may grant step increases on an annual basis
26 based on performance evaluations of meets standards or better.

1 C. In order to be eligible to move into the longevity
2 portion of the salary schedule, the Sheriff's Office employees
3 must achieve a minimum of three consecutive years of service in
4 the last step of their respective grades. Employees who have
5 moved into the longevity steps must remain in each longevity step
6 for a minimum of three consecutive years.

7 D. Longevity steps may be denied if the Sheriff's Office
8 employee does not achieve a performance appraisal of meets
9 standards or better in the year when eligible to move into a
10 longevity step.

11 Section 9. Be It Further Enacted, that this act is hereby
12 declared to be an Emergency Act, necessary for the proper
13 operation of the County government, and it shall become law on
14 the date it is signed by the County Executive; however, no
15 payments or benefits shall accrue until on or after 10 July 1989.

16 EFFECTIVE: June 26, 1989

HARFORD COUNTY, MARYLAND
MANAGEMENT/TECHNICAL SERVICE SALARY SCHEDULE
FISCAL YEAR 1990

	1	2	3	4	5	6	7	L1	L2	L3
M01	14,360	14,942	15,543	16,162	16,799	17,472	18,182	18,728	19,292	19,856
M02	15,051	15,652	16,271	16,926	17,599	18,309	19,037	19,601	20,202	20,803
M03	15,834	16,453	17,126	17,800	18,509	19,256	20,020	20,621	21,239	21,876
M04	16,762	17,417	18,127	18,855	19,601	20,384	21,203	21,840	22,495	23,169
M05	17,727	18,437	19,183	19,947	20,748	21,567	22,441	23,114	23,806	24,515
M06	18,801	19,547	20,329	21,148	22,004	22,877	23,787	24,497	25,243	25,990
M07	19,965	20,766	21,603	22,459	23,369	24,297	25,280	26,026	26,809	27,609
M08	21,239	22,095	22,987	23,897	24,861	25,844	26,881	27,682	28,519	29,375
M09	22,659	23,569	24,497	25,480	26,499	27,573	28,665	29,520	30,412	31,322
M10	24,224	25,189	26,190	27,245	28,337	29,466	30,649	31,559	32,505	33,488
M11	25,971	27,009	28,083	29,211	30,376	31,595	32,869	33,852	34,871	35,909
M12	27,882	28,993	30,157	31,359	32,614	33,925	35,272	36,327	37,419	38,548
M13	29,975	31,177	32,414	33,725	35,071	36,473	37,929	39,057	40,240	41,441
M14	32,269	33,561	34,908	36,291	37,747	39,257	40,823	42,060	43,316	44,608
M15	34,853	36,236	37,692	39,203	40,768	42,406	44,099	45,427	46,774	48,194
M16	37,638	39,130	40,695	42,333	44,026	45,791	47,611	49,049	50,523	52,034
M17	40,750	42,388	44,080	45,846	47,684	49,577	51,561	53,108	54,709	56,347
M18	43,680	45,937	47,775	49,686	51,670	53,745	55,892	57,567	59,296	61,061

* A SPECIAL RATE RANGE IS ESTABLISHED FOR SYSTEMS ANALYST, M-13 POSITION AND THE GEOGRAPHIC INFORMATION SYSTEM COORDINATOR, M-13. THE PAY SCALE FOR SYSTEMS ANALYST AND THE GEOGRAPHIC INFORMATION SYSTEM COORDINATOR, M-13 IS:

M15	34,853	36,236	37,692	39,203	40,768	42,406	44,099	45,427	46,774	48,194
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* A SPECIAL RATE RANGE IS ESTABLISHED FOR RISK MANAGER, M-14 POSITION. THE PAY SCALE FOR RISK MANAGER, M-14 IS:

M16	37,638	39,130	40,695	42,333	44,026	45,791	47,611	49,049	50,523	52,034
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HARFORD COUNTY, MARYLAND
 HOURLY SERVICE SALARY SCHEDULE
 BASED ON 80 HRS. PER PAY PERIOD
 FISCAL YEAR 1990

	1	2	3	4	5	6	L1	L2	L3
H01	14,810 7.12	15,246 7.33	15,704 7.55	16,182 7.78	16,661 8.01	17,160 8.25	17,680 8.50	18,200 8.75	18,762 9.02
H02	15,184 7.30	15,642 7.52	16,099 7.74	16,578 7.97	17,077 8.21	17,576 8.45	18,117 8.71	18,658 8.97	19,219 9.24
H03	15,642 7.52	16,099 7.74	16,578 7.97	17,077 8.21	17,576 8.45	18,117 8.71	18,658 8.97	19,219 9.24	19,802 9.52
H04	16,058 7.72	16,536 7.95	17,035 8.19	17,555 8.44	18,075 8.69	18,616 8.95	19,178 9.22	19,739 9.49	20,342 9.78
H05	16,786 8.07	17,285 8.31	17,805 8.56	18,346 8.82	18,886 9.08	19,448 9.35	20,030 9.63	20,634 9.92	21,258 10.22
H06	17,326 8.33	17,846 8.58	18,387 8.84	18,928 9.10	19,510 9.38	20,093 9.66	20,696 9.95	21,299 10.24	21,944 10.55
H07	17,846 8.58	18,387 8.84	18,928 9.10	19,510 9.38	20,093 9.66	20,696 9.95	21,299 10.24	21,944 10.55	22,610 10.87
H08	18,387 8.84	18,928 9.10	19,510 9.38	20,093 9.66	20,696 9.95	21,299 10.24	21,944 10.55	22,610 10.87	23,275 11.19
H09	18,928 9.10	19,510 9.38	20,093 9.66	20,696 9.95	21,299 10.24	21,944 10.55	22,610 10.87	23,275 11.19	23,982 11.53
H10	19,510 9.38	20,093 9.66	20,696 9.95	21,299 10.24	21,944 10.55	22,610 10.87	23,296 11.20	23,982 11.53	24,710 11.88
H11	20,093 9.66	20,696 9.95	21,299 10.24	21,944 10.55	22,610 10.87	23,275 11.19	23,982 11.53	24,710 11.88	25,438 12.23

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
 CLASSIFIED SERVICE SALARY SCHEDULE
 BASED ON 70 HRS. PER PAY PERIOD
 FISCAL YEAR 1990

	1	2	3	4	5	6	7	L1	L2	L3
S01	14,451 7.94	14,851 8.16	15,288 8.40	15,725 8.64	16,180 8.89	16,635 9.14	17,108 9.40	17,636 9.69	18,164 9.98	18,710 10.28
S02	15,088 8.29	15,525 8.53	15,961 8.77	16,416 9.02	16,890 9.28	17,381 9.55	17,872 9.82	18,418 10.12	18,964 10.42	19,547 10.74
S03	15,852 8.71	16,307 8.96	16,780 9.22	17,254 9.48	17,763 9.76	18,273 10.04	18,819 10.34	19,383 10.65	19,965 10.97	20,566 11.30
S04	16,671 9.16	17,144 9.42	17,636 9.69	18,145 9.97	18,691 10.27	19,256 10.58	19,838 10.90	20,420 11.22	21,039 11.56	21,676 11.91
S05	17,563 9.65	18,073 9.93	18,600 10.22	19,165 10.53	19,747 10.85	20,329 11.17	20,948 11.51	21,567 11.85	22,222 12.21	22,877 12.57
S06	18,509 10.17	19,074 10.48	19,638 10.79	20,238 11.12	20,839 11.45	21,458 11.79	22,113 12.15	22,768 12.51	23,460 12.89	24,151 13.27
S07	19,674 10.81	20,257 11.13	20,857 11.46	21,494 11.81	22,131 12.16	22,805 12.53	23,478 12.90	24,188 13.29	24,916 13.69	25,662 14.10
S08	20,857 11.46	21,494 11.81	22,131 12.16	22,805 12.53	23,478 12.90	24,188 13.29	24,916 13.69	25,662 14.10	26,426 14.52	27,227 14.96
S09	22,240 12.22	22,914 12.59	23,587 12.96	24,297 13.35	25,025 13.75	25,771 14.16	26,554 14.59	27,355 15.03	28,174 15.48	29,011 15.94
S10	23,751 13.05	24,461 13.44	25,189 13.84	25,953 14.26	26,718 14.68	27,537 15.13	28,356 15.58	29,211 16.05	30,085 16.53	30,976 17.02
S11	25,389 13.95	26,153 14.37	26,936 14.80	27,737 15.24	28,574 15.70	29,429 16.17	30,321 16.66	31,231 17.16	32,159 17.67	33,124 18.20
S12	27,209 14.95	28,028 15.40	28,865 15.86	29,721 16.33	30,631 16.83	31,541 17.33	32,487 17.85	33,470 18.39	34,471 18.94	35,508 19.51
S13	29,211 16.05	30,085 16.53	30,976 17.02	31,905 17.53	32,869 18.06	33,852 18.60	34,871 19.16	35,909 19.73	37,001 20.33	38,111 20.94
S14	31,413 17.26	32,360 17.78	33,342 18.32	34,325 18.86	35,363 19.43	36,418 20.01	37,510 20.61	38,639 21.23	39,803 21.87	41,005 22.53
S15	33,852 18.60	34,871 19.16	35,927 19.74	37,001 20.33	38,111 20.94	39,257 21.57	40,422 22.21	41,642 22.88	42,897 23.57	44,171 24.27

89-39

AS AMENDED

89-39**AS AMENDED**

HARFORD COUNTY, MARYLAND
CLASSIFIED SERVICE SALARY SCHEDULE
BASED ON 70 HRS. PER PAY PERIOD
FISCAL YEAR 1990

	1	2	3	4	5	6	7	L1	L2	L3
S16	36,527 20.07	37,619 20.67	38,748 21.29	39,913 21.93	41,114 22.59	42,333 23.26	43,607 23.96	44,918 24.68	46,264 25.42	47,648 26.18
S17	39,494 21.70	40,677 22.35	41,896 23.02	43,152 23.71	44,444 24.42	45,773 25.15	47,156 25.91	48,576 26.69	50,032 27.49	51,524 28.31
S18	42,588 23.40	43,862 24.10	45,191 24.83	46,537 25.57	47,939 26.34	49,377 27.13	50,851 27.94	52,380 28.78	53,945 29.64	55,565 30.53

89-39**AS AMENDED**

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
 CLASSIFIED SERVICE SALARY SCHEDULE
 BASED ON 80 HRS. PER PAY PERIOD
 FISCAL YEAR 1990

	1	2	3	4	5	6	7	L1	L2	L3
S01	16,515 7.94	16,973 8.16	17,472 8.40	17,971 8.64	18,491 8.89	19,011 9.14	19,552 9.40	20,155 9.69	20,758 9.98	21,382 10.28
S02	17,243 8.29	17,742 8.53	18,242 8.77	18,762 9.02	19,302 9.28	19,864 9.55	20,426 9.82	21,050 10.12	21,674 10.42	22,339 10.74
S03	18,117 8.71	18,637 8.96	19,178 9.22	19,718 9.48	20,301 9.76	20,883 10.04	21,507 10.34	22,152 10.65	22,818 10.97	23,504 11.30
S04	19,053 9.16	19,594 9.42	20,155 9.69	20,738 9.97	21,362 10.27	22,006 10.58	22,672 10.90	23,338 11.22	24,045 11.56	24,773 11.91
S05	20,072 9.65	20,654 9.93	21,258 10.22	21,902 10.53	22,568 10.85	23,234 11.17	23,941 11.51	24,648 11.85	25,397 12.21	26,146 12.57
S06	21,154 10.17	21,798 10.48	22,443 10.79	23,130 11.12	23,816 11.45	24,523 11.79	25,272 12.15	26,021 12.51	26,811 12.89	27,602 13.27
S07	22,485 10.81	23,150 11.13	23,837 11.46	24,565 11.81	25,293 12.16	26,062 12.53	26,832 12.90	27,643 13.29	28,475 13.69	29,328 14.10
S08	23,837 11.46	24,565 11.81	25,293 12.16	26,062 12.53	26,832 12.90	27,643 13.29	28,475 13.69	29,328 14.10	30,202 14.52	31,117 14.96
S09	25,418 12.22	26,187 12.59	26,957 12.96	27,768 13.35	28,600 13.75	29,453 14.16	30,347 14.59	31,262 15.03	32,198 15.48	33,155 15.94
S10	27,144 13.05	27,955 13.44	28,787 13.84	29,661 14.26	30,534 14.68	31,470 15.13	32,406 15.58	33,384 16.05	34,382 16.53	35,402 17.02
S11	29,016 13.95	29,890 14.37	30,784 14.80	31,699 15.24	32,656 15.70	33,634 16.17	34,653 16.66	35,693 17.16	36,754 17.67	37,856 18.20
S12	31,096 14.95	32,032 15.40	32,989 15.86	33,966 16.33	35,006 16.83	36,046 17.33	37,128 17.85	38,251 18.39	39,395 18.94	40,581 19.51
S13	33,384 16.05	34,382 16.53	35,402 17.02	36,462 17.53	37,565 18.06	38,688 18.60	39,853 19.16	41,038 19.73	42,286 20.33	43,555 20.94
S14	35,901 17.26	36,982 17.78	38,106 18.32	39,229 18.86	40,414 19.43	41,621 20.01	42,869 20.61	44,158 21.23	45,490 21.87	46,862 22.53
S15	38,688 18.60	39,853 19.16	41,059 19.74	42,286 20.33	43,555 20.94	44,866 21.57	46,197 22.21	47,590 22.88	49,026 23.57	50,482 24.27

89-39

AS AMENDED

89-39**AS AMENDED**

HARFORD COUNTY, MARYLAND
CLASSIFIED SERVICE SALARY SCHEDULE
BASED ON 80 HRS. PER PAY PERIOD
FISCAL YEAR 1990

	1	2	3	4	5	6	7	L1	L2	L3
S16	41,746 20.07	42,994 20.67	44,283 21.29	45,614 21.93	46,987 22.59	48,381 23.26	49,837 23.96	51,334 24.68	52,874 25.42	54,454 26.18
S17	45,136 21.70	46,488 22.35	47,882 23.02	49,317 23.71	50,794 24.42	52,312 25.15	53,893 25.91	55,515 26.69	57,179 27.49	58,885 28.31
S18	48,672 23.40	50,128 24.10	51,646 24.83	53,186 25.57	54,787 26.34	56,430 27.13	58,115 27.94	59,862 28.78	61,651 29.64	63,502 30.53

89-39**AS AMENDED**

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
EXEMPT SERVICES SALARY SCHEDULE
FISCAL YEAR 1990

	1	2	3	4	5	6	7
E01	19,692	20,621	21,622	22,677	23,751	24,916	26,117
E02	20,621	21,622	22,677	23,751	24,916	26,117	27,373
E03	21,622	22,677	23,751	24,916	26,117	27,373	28,701
E04	22,677	23,751	24,916	26,117	27,373	28,701	30,121
E05	23,751	24,916	26,117	27,373	28,701	30,121	31,559
E06	24,916	26,117	27,373	28,701	30,121	31,559	33,124
E07	26,117	27,373	28,701	30,121	31,559	33,124	34,726
E08	27,373	28,701	30,121	31,559	33,124	34,726	36,418
E09	28,701	30,121	31,559	33,124	34,726	36,418	38,202
E10	30,121	31,559	33,124	34,726	36,418	38,202	40,076
E11	31,559	33,124	34,726	36,418	38,202	40,076	42,042
E12	33,124	34,726	36,418	38,202	40,076	42,042	44,099
E13	34,726	36,418	38,202	40,076	42,042	44,099	46,283
E14	36,418	38,202	40,076	42,042	44,099	46,283	48,558
E15	38,202	40,076	42,042	44,099	46,283	48,558	50,924
E16	40,076	42,042	44,099	46,283	48,558	50,924	53,453
E17	42,042	44,099	46,283	48,558	50,924	53,453	56,092
E18	44,099	46,283	48,558	50,924	53,453	56,092	58,895
E19	46,283	48,558	50,924	53,453	56,092	58,895	61,807
E20	48,558	50,924	53,453	56,092	58,895	61,807	64,901
E21	50,924	53,453	56,092	58,895	61,807	64,901	68,141
E22	53,453	56,092	58,895	61,807	64,901	68,141	71,544
E23	56,092	58,895	61,807	64,901	68,141	71,544	75,130
E24	58,895	61,807	64,901	68,141	71,544	75,130	78,879

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
 COURT SYSTEM SALARY SCHEDULE
 BASED ON 75 HRS PER PAY PERIOD
 FISCAL YEAR 1990

	1	2	3	4	5	6	7
C01	10,803 5.54	11,349 5.82	11,915 6.11	12,500 6.41	13,124 6.73	13,787 7.07	14,469 7.42
C02	13,650 7.00	14,333 7.35	15,054 7.72	15,795 8.10	16,595 8.51	17,414 8.93	18,291 9.38
C03	13,982 7.17	14,411 7.39	14,840 7.61	15,288 7.84	15,737 8.07	16,205 8.31	16,692 8.56
C04	14,625 7.50	15,074 7.73	15,522 7.96	15,990 8.20	16,478 8.45	16,965 8.70	17,472 8.96
C05	16,244 8.33	16,731 8.58	17,219 8.83	17,745 9.10	18,272 9.37	18,818 9.65	19,383 9.94
C06	18,096 9.28	18,642 9.56	19,208 9.85	19,793 10.15	20,378 10.45	20,982 10.76	21,626 11.09
C07	19,637 10.07	20,592 10.56	21,587 11.07	22,620 11.60	23,732 12.17	24,882 12.76	26,072 13.37
C08	20,592 10.56	21,587 11.07	22,620 11.60	23,732 12.17	24,882 12.76	26,072 13.37	27,339 14.02
C09	21,587 11.07	22,620 11.60	23,732 12.17	24,882 12.76	26,072 13.37	27,339 14.02	28,685 14.71
C10	22,620 11.60	23,732 12.17	24,882 12.76	26,072 13.37	27,339 14.02	28,685 14.71	30,050 15.41
C11	24,882 12.76	26,072 13.37	27,339 14.02	28,685 14.71	30,050 15.41	31,551 16.18	33,072 16.96
C12	27,339 14.02	28,685 14.71	30,050 15.41	31,551 16.18	33,072 16.96	34,671 17.78	36,387 18.66
C13	31,551 16.18	33,072 16.96	34,671 17.78	36,387 18.66	38,162 19.57	40,034 20.53	42,003 21.54
C14	33,072 16.96	34,671 17.78	36,387 18.66	38,162 19.57	40,034 20.53	42,003 21.54	44,070 22.60

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
 LAW ENFORCEMENT SALARY SCHEDULE
 BASED ON 80 HRS. PER PAY PERIOD
 FISCAL YEAR 1990

	1	2	3	4	5	6	7	8	9	L1	L2	L3
L01	19,240 9.25	20,010 9.62	20,800 10.00									
L02	22,422 10.78	23,296 11.20										
L03	23,795 11.44	24,752 11.90	25,750 12.38	26,790 12.88	27,872 13.40	28,850 13.87	29,848 14.35	30,888 14.85	31,970 15.37	32,926 15.83	33,925 16.31	34,944 16.80
L04	25,418 12.22	26,437 12.71	27,498 13.22	28,600 13.75	29,744 14.30	30,784 14.80	31,866 15.32	32,989 15.86	34,154 16.42	35,173 16.91	36,234 17.42	37,315 17.94
L05	28,101 13.51	29,224 14.05	30,389 14.61	31,595 15.19	32,864 15.80	34,008 16.35	35,194 16.92	36,421 17.51	37,690 18.12	38,813 18.66	39,978 19.22	41,184 19.80
L06	32,864 15.80	34,174 16.43	35,547 17.09	36,982 17.78	38,459 18.49	39,790 19.13	41,184 19.80	42,640 20.50	44,117 21.21	45,448 21.85	46,800 22.50	48,214 23.18
L07	37,960 18.25	39,478 18.98	41,059 19.74	42,702 20.53	44,117 21.21	45,968 22.10	47,570 22.87	49,234 23.67	50,960 24.50	52,499 25.24	54,059 25.99	55,682 26.77
L08	43,846 21.08	45,594 21.92	47,424 22.80	49,317 23.71	51,293 24.66	53,082 25.52	54,954 26.42	56,867 27.34	58,864 28.30	60,632 29.15	62,442 30.02	64,314 30.92
L09	50,648 24.35	52,666 25.32	54,766 26.33	56,971 27.39	59,238 28.48	61,318 29.48	63,461 30.51	65,686 31.58	67,995 32.69	70,034 33.67	72,134 34.68	74,298 35.72

89-39

AS AMENDED

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE
BASED ON 80 HRS. PER PAY PERIOD
FISCAL YEAR 1990

	1	2	3	4	5	6	7	8	9	L1	L2	L3
A00	16,536 7.95											
A01	18,741 9.01	19,490 9.37										
A02	19,490 9.37	20,259 9.74	21,070 10.13	21,923 10.54	22,797 10.96	23,774 11.43	24,606 11.83	25,480 12.25	26,229 12.61	27,019 12.99	27,830 13.38	28,662 13.78
A03	20,280 9.75	21,091 10.14	21,923 10.54	22,797 10.96	23,712 11.40	24,544 11.80	25,397 12.21	26,291 12.64	27,206 13.08	28,018 13.47	28,870 13.88	29,723 14.29
A04	21,091 10.14	21,923 10.54	22,797 10.96	23,712 11.40	24,669 11.86	25,646 12.33	26,541 12.76	27,477 13.21	28,434 13.67	29,286 14.08	30,160 14.50	31,075 14.94
A05	23,296 11.20	24,232 11.65	25,189 12.11	26,208 12.60	27,248 13.10	28,205 13.56	29,182 14.03	30,222 14.53	31,262 15.03	32,198 15.48	33,176 15.95	34,174 16.43
A06	25,418 12.22	26,437 12.71	27,498 13.22	28,600 13.75	29,744 14.30	30,784 14.80	31,866 15.32	32,989 15.86	34,154 16.42	35,173 16.91	36,234 17.42	37,315 17.94
A07	27,061 13.01	28,142 13.53	29,266 14.07	30,451 14.64	31,658 15.22	32,781 15.76	33,925 16.31	35,110 16.88	36,338 17.47	37,419 17.99	38,542 18.53	39,707 19.09
A08	28,101 13.51	29,224 14.05	30,389 14.61	31,595 15.19	32,864 15.80	34,008 16.35	35,194 16.92	36,421 17.51	37,690 18.12	38,813 18.66	39,978 19.22	41,184 19.80
A09	30,430 14.63	31,658 15.22	32,926 15.83	34,237 16.46	35,610 17.12	36,858 17.72	38,147 18.34	39,478 18.98	40,851 19.64	42,078 20.23	43,347 20.84	44,637 21.46
A10	32,864 15.80	34,174 16.43	35,547 17.09	36,982 17.78	38,459 18.49	39,790 19.13	41,184 19.80	42,640 20.50	44,117 21.21	45,448 21.85	46,800 22.50	48,214 23.18

89-39

AS AMENDED

89-39

AS AMENDED

HARFORD COUNTY, MARYLAND
 CORRECTIONS SALARY SCHEDULE
 BASED ON 80 HRS. PER PAY PERIOD
 FISCAL YEAR 1990

	1	2	3	4	5	6	7	8	9	L1	L2	L3
D01	18,741 9.01	19,115 9.19	19,490 9.37									
D02	20,259 9.74	21,070 10.13										
D03	20,280 9.75	21,091 10.14	21,923 10.54	22,797 10.96	23,712 11.40	24,544 11.80	25,397 12.21	26,291 12.64	27,206 13.08	28,018 13.47	28,870 13.88	29,723 14.29
D04	21,091 10.14	21,923 10.54	22,797 10.96	23,712 11.40	24,669 11.86	25,646 12.33	26,541 12.76	27,477 13.21	28,434 13.67	29,286 14.08	30,160 14.50	31,075 14.94
D05	23,296 11.20	24,232 11.65	25,189 12.11	26,208 12.60	27,248 13.10	28,205 13.56	29,182 14.03	30,222 14.53	31,262 15.03	32,198 15.48	33,176 15.95	34,174 16.43
D06	27,061 13.01	28,142 13.53	29,266 14.07	30,451 14.64	31,658 15.22	32,781 15.76	33,925 16.31	35,110 16.88	36,338 17.47	37,419 17.99	38,542 18.53	39,707 19.09
D07	30,430 14.63	31,658 15.22	32,926 15.83	34,237 16.46	35,610 17.12	36,858 17.72	38,147 18.34	39,478 18.98	40,851 19.64	42,078 20.23	43,347 20.84	44,637 21.46
D08	43,846 21.08	45,594 21.92	47,424 22.80	49,317 23.71	51,293 24.66	53,082 25.52	54,954 26.42	56,867 27.34	58,864 28.30	60,632 29.15	62,442 30.02	64,314 30.92

89-39

AS AMENDED

89-39

AS AMENDED

BY THE COUNCIL

BILL NO. 89-39 (AS AMENDED)

Read the third time.

Passed LSD 89-21 (June 20, 1989)

Failed of Passage _____

By Order

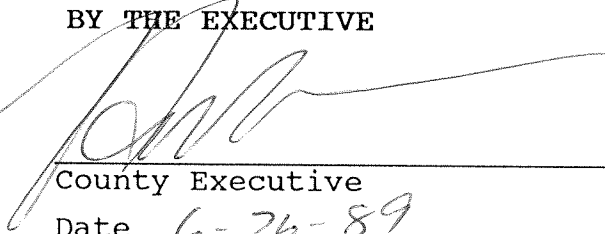
Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive for his approval this 22nd day of June, 1989 at 3:00 o'clock P.M.

Doris Poulsen, Secretary

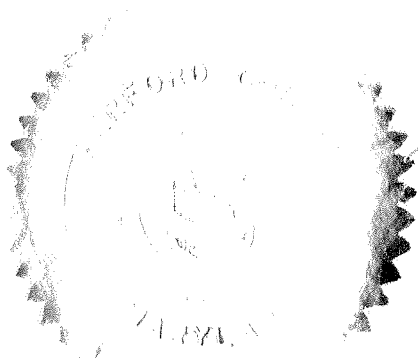
APPROVED:

BY THE EXECUTIVE



County Executive

Date 6-26-89



BY THE COUNCIL

This Bill (No. 89-39, as amended), having been approved by the Executive and returned to the Council, becomes law on June 26, 1989.

Doris Poulsen, Secretary

EFFECTIVE DATE: June 26, 1989

89-39

AS AMENDED